

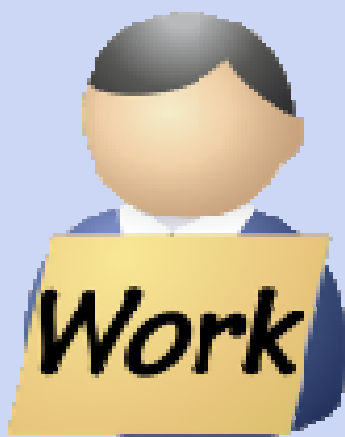


NH Developmental Services Employment Summary June 2014

	June 2012	June 2013	June 2014
Total Number People Served (21 -64 years old)	3,266	3,779	3,872
Total Number Employed (including self-employment)	1,172	1,368	1,418
Employment Rate	35.9%	36.2%	36.60%



Since June 2012,
246 Additional
People have Become Employed



Average Hourly Wage

\$8.05

**Average Hours
Worked Per Week**

9.5

According to the 2012-2013 NCI Adult Outcomes Survey, 61% (72) people of the 118 individuals who are currently unemployed and responded to the question [Would you like to have a paid job in the community?]

...indicated they would like to have a paid job in community.

**Average
Weekly
Earnings = \$77**

**Average
Yearly
Earnings
\$3,983**

NH Developmental Services Employment Data

The Facts - June 2014



June 2014	March 2014	
3,872	3,807	People receiving services (ages 21-64)
1,418	1,372	People employed (ages 21-64) <i>including self-employment*</i>
36.60%	36%	Total employed as a percentage of total served (ages 21-64)
81	76	People who have self-employment
1,355	1,296	People (ages 21 to 64) employed with hourly wages
9.5	9.2	Statewide average hours worked per week
\$8.05	\$8.01	Statewide average pay per hour <i>(not including self-employment)</i>
1,558	1,508	Total number of jobs excluding self-employment
1,555	1,506	Statewide total jobs paying minimum wage or above
3	2	Statewide total jobs paying below minimum wage
42	32	People employed age 65 and older
*There are some people who have both hourly wages and self-employment.		

Employment Statistics for People Aged 18 - 64 Years Old in US and NH			
	2012	2011	2010
US Employment Rate for people without Disabilities:	73.6%	72.8%	72.8%
US Employment Rate for people with Disabilities	32.7%	32.6%	33.4%
US 2010 Employment Gap:	40.8%	40.2%	39.4%
NH Employment Rate for people without Disabilities	80.5%	79.5%	79.7%
NH Employment Rate for people with Disabilities	37.9%	36.8%	39.1%
NH Employment Gap	42.6%	42.7%	40.6%
♦ Source: 2013 Annual Disability Compendium Statistics, US Census Bureau, 2011 American Community Survey, American Fact Finder.			

NH Developmental Services Employment Data Trends.... June 2014

Total Number of Individuals Served and Employed (21-64 Years Old), Including Self Employment

Regional Employment

Area Agency	# of Individuals Served	# of Individuals Employed*	% of Individuals Employed	
			%	ranking
Northern Human Services	346	174	50.3%	1st
Pathways of the River Valley	229	70	30.6%	8th
Lakes Region Community Services	310	136	43.9%	3rd
Community Bridges	501	139	27.7%	10th
Monadnock Developmental Services	388	154	39.7%	4th
Gateways Community Services	540	240	44.4%	2nd
Moore Center Services	545	153	28.1%	9th
One Sky Community Services	383	145	37.9%	5th
Community Partners	304	105	34.5%	6th
Community Crossroads	326	102	31.3%	7th
Statewide	3,872	1,418	36.6%	

BDS Mission Statement

The Bureau of Developmental Services (BDS) joins communities and families in providing opportunities for citizens with developmental disabilities or acquired brain disorders to achieve health and independence. In partnership with individuals, families, and community based service networks, BDS affirms the vision that all citizens should participate in the life of their community while receiving the supports they need to be productive and valued community members.

NH Developmental Services Employment Data Trends.... Continued

Regional Employment Hours Worked and Wage Data

- ** Does not include self-employment.
- *** Statewide averages are calculated by the entire data set, not by the column.
- **** Projection based on working 52 weeks. Does not take into account seasonal employment.

Increase since last reporting period

Decrease since last reporting period.

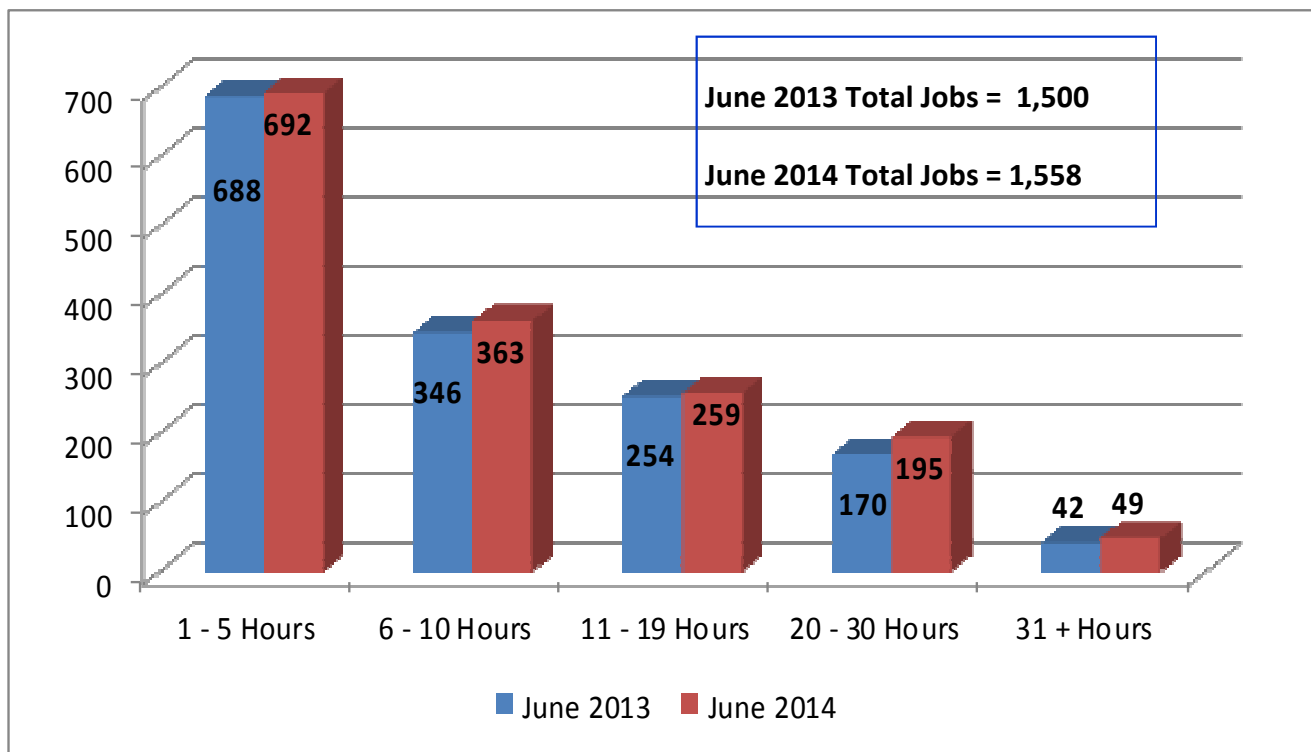


Area Agency	Average hours worked per week **		Average hourly wage per job **		Average Earnings		
		rank		rank	weekly	rank	Projected yearly ****
Northern Human Services	7.9	9th	\$7.83	9th	\$62	9th	\$3,216
Pathways of the River Valley	13.9	1st	\$8.90	1st	\$124	1st	\$6,425
Lakes Region Community Services	10.1	4th	\$7.64	10th	\$77	5th	\$4,013
Community Bridges	9.0	6th	\$8.35	3rd	\$75	6th	\$3,922
Monadnock Developmental Services	9.9	5th	\$8.16	4th	\$81	4th	\$4,201
Gateways Community Services	8.9	7th	\$7.89	8th	\$70	8th	\$3,650
Moore Center Services	10.8	3rd	\$7.98	6th	\$87	3rd	\$4,502
One Sky Community Services	7.5	10th	\$8.12	5th	\$61	10th	\$3,184
Community Partners	11.7	2nd	\$7.97	7th	\$93	2nd	\$4,843
Community Crossroads	8.7	8th	\$8.37	2nd	\$73	7th	\$3,790
Statewide Averages ***	9.5		\$8.05		\$77		\$3,983

NH Developmental Services Employment Data Trends.... Continued

Breakdown of Each job Held by Hours Per Week by Region and Statewide

(Not including self-employment)



Since June 2013, the number of hours worked per week have increased as noted in the following shifts:

- ◆ 5% (17) **increase** in the number of jobs held working between 6 and 10 hours per week.
- ◆ 15% (25) **increase** in the number of jobs held working 20 –30 hours per week.
- ◆ 17% (7) increase in the number of jobs held working 31+ hours per week.
- ◆ It must be noted that there are more jobs than individuals employed as some people are employed in more than one job.

The shift in the number of jobs falling into a higher number of hours worked category shows healthy progress towards NH's goal of increasing the number of hours worked per week in each job.

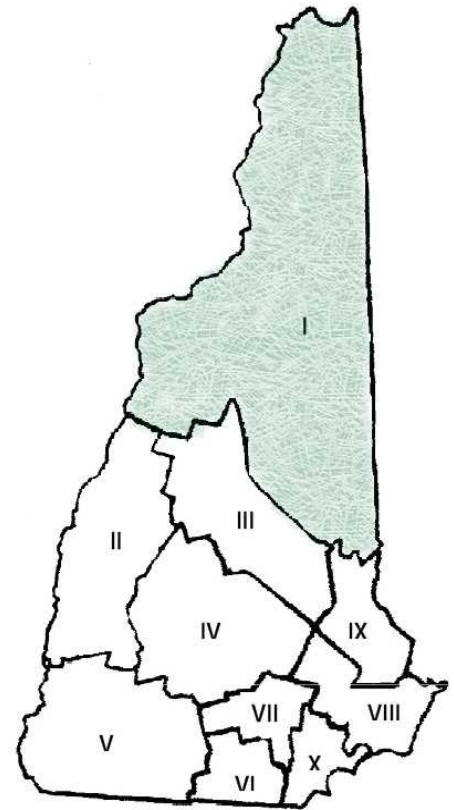
■ See Appendix for the Complete Regional Breakdown

REGIONAL EMPLOYMENT DATA



To learn more about the commitment to employment from all members of New Hampshire's regional services system, please read the Employment Position Statement (<http://www.dhhs.nh.gov/dcbcs/bds/documents/employmentpositionstatement.pdf>)

Region 1: Northern Human Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
346	174	50.3%	7.9	\$7.83	\$62	\$3,216
Statewide ranking	1st		9th	9th	9th	

Employment Provider Data

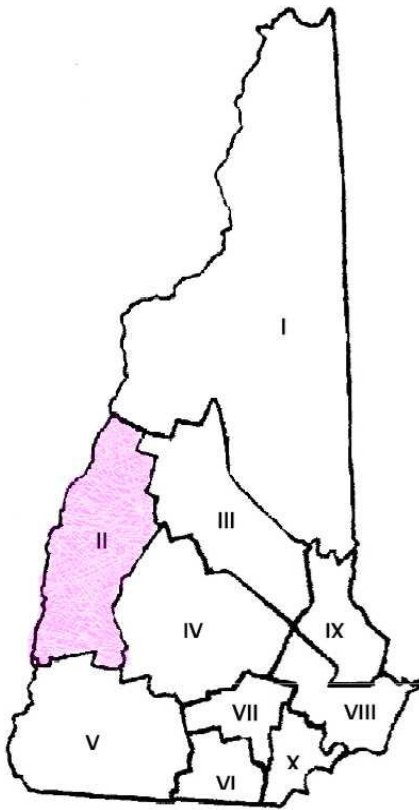
	# Individuals Employed	Average Hours Worked	Average Wages Earned
Life Transition Services	3	6.7	\$8.10
North Country Independent Living	7	9.6	\$7.93
Northern Human Services	164	7.8	\$7.82
Total:	174	7.9	\$7.83

* Individual has self-employment

Regional Employment Goals selected by NHS for FY'14 and FY'15:

1. Region I will increase the average number of work hours per week, per individual to 8.50 hours by 6/30/2014 and to 10 hours/week by 6/30/2015.
2. Region I will increase the average hourly wage to \$7.70 by 6/30/2014 and to \$7.80 or more per hour by 6/30/2015.

Region 2: Pathways of the River Valley



Regional Breakdown

						Projected
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings
229	70	30.6%	13.9	\$8.90	\$124	\$6,425
Statewide ranking	8th		1st	1st	1st	

Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Community Strategies for NH	1	10.0	\$7.50
Independent Services Network	8	8.3	\$8.69
Life Transition Services	1	14.3	\$8.75
Pathways of the River Valley	60	14.7	\$8.96
Total:	70	13.9	\$8.90

Regional Employment Goal selected by Pathways for FY'14 and FY'15:

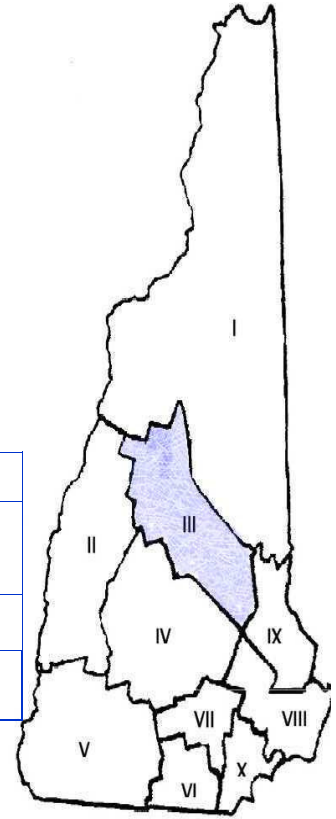
Pathways will increase the number of people employed between the ages of 21 - 26 years old by 20% (from 11 to 13) in FY'14 and by 30% (from 11 to 14) overall in FY'15 while maintaining regional average for wages and hours of work per week for this age group.

Region 3: Lakes Region Community Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected Average Yearly Earnings
310	136	43.9%	10.1	\$7.64	\$77	\$4,013
Statewide ranking	3rd		4th	10th	5th	



Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Easter Seals	1	2.5	7.25
LRCS	135	10.2	\$7.65
Total:	136	10.1	\$7.64

Regional Employment Goals selected by LRCS for FY'14 and FY'15:

- By June 30, 2014, LRCS will develop a sector based employment opportunity that will serve 6 individuals. Of the individuals served, 4 will gain employment from this experience. This employment opportunity will continue in FY' 2015, with an additional 6 individuals being served and of those served 4 will gain employment.
- By June 30, 2015, LRCS will develop 2 high school job clubs, for students age 16-21, with a minimum of 6 students participating in each club.

Region 4: Community Bridges



Connecting Individuals with Disabilities to Their Community

Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
501	139	27.7%	9	\$8.35	75	\$3,922
Statewide ranking	10th		6th	3rd	6th	

Employment Provider Data

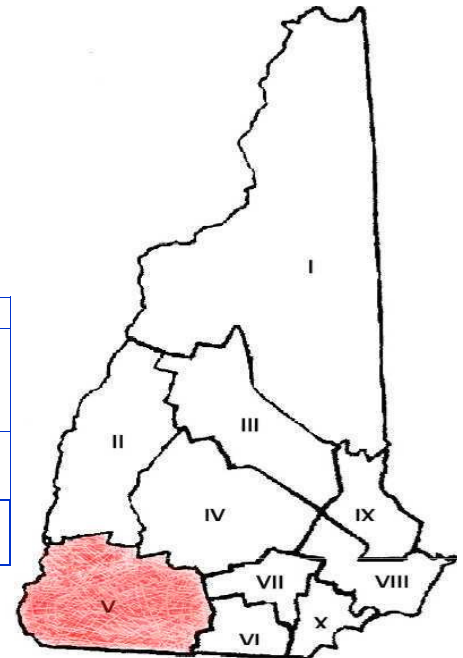
* Individual has self-employment

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Community Bridges	81	11.4	\$8.72
Community Services Council	1	*	*
Easter Seals NH, Inc.	28	7.0	\$7.64
Granite Bay Connections	1	2.0	\$7.25
Independent Services Network	6	4.1	\$8.01
Institute for Professional Practice	3	3.0	\$7.25
Living Innovations	1	6.6	\$7.50
Lutheran Social Services	2	2.7	\$7.64
Residential Resources, Inc.	4	5.5	\$7.25
Robin Hill Farm, Inc.	2	2.0	\$7.85
Siddharth Services, Inc.	1	1.0	\$8.00
Work Opportunities Unlimited, Inc.	9	6.3	\$8.85
Total:	139	9.0	\$8.35

Regional Employment Goal selected Community Bridges for FY'14 and FY'15:

1. Region 4 will increase the number of individuals employed between the ages of 21-26 by 10 (25%) in FY'14 and another 10 (20%) in FY'15.
2. Region 4 will increase the average number of hours individuals work by 5% in FY 14 (from 8.73 to 9.17) and 10% in FY 15 (from 9.17 to 9.60).

Region 5: Monadnock Developmental Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected Average Yearly Earnings
388	154	39.7%	9.9	\$8.16	\$81	\$4,201
Statewide ranking	4th		5th	4th	4th	

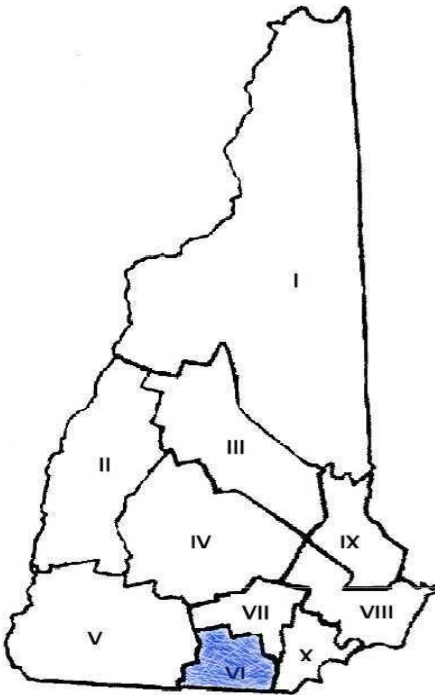
Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
ACCESS	6	9.0	\$9.64
Chesco Employment	30	7.6	\$8.57
Community Strategies for NH	5	12.8	\$8.77
Crotched Mountain	2	20.8	\$7.25
Easter Seals NH, Inc.	2	8.5	\$7.25
Life Transition Services	1	30.0	\$8.50
Monadnock Developmental Services	31	18.0	\$8.54
Monadnock Developmental Services - ISO	14	13.1	\$8.04
Monadnock Developmental Services - MCST	13	15.3	\$8.87
Monadnock Worksource	22	4.0	\$7.41
Opportunity Networks	2	3.0	\$7.25
Polus	1	4.0	\$9.00
Psalm 33	1	12.0	\$7.92
Residential Resources, Inc.	4	8.9	\$7.35
Robin Hill Farm, Inc.	3	1.4	\$7.58
Southwestern Community Services	17	5.6	\$7.84
Total:	154	9.9	\$8.16

Regional Employment Goals selected by MDS for FY'14 and FY'15:

1. Increase Number of Individuals employed by 10% (15) in FY'14 and an additional 10% (16) in FY'15.
2. Increase the average number of hours worked for individuals ages 21-26 years old from 7.9 hours/week to 8.25 hours by the end of FY'14 and to 8.75 hours by June 30th 2015.

Region 6: Gateways Community Services



Regional Breakdown

						Projected
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings
540	240	44.4%	8.9	\$7.89	\$70	\$3,650
Statewide ranking	2nd		7th	8th	8th	

Employment Provider Data

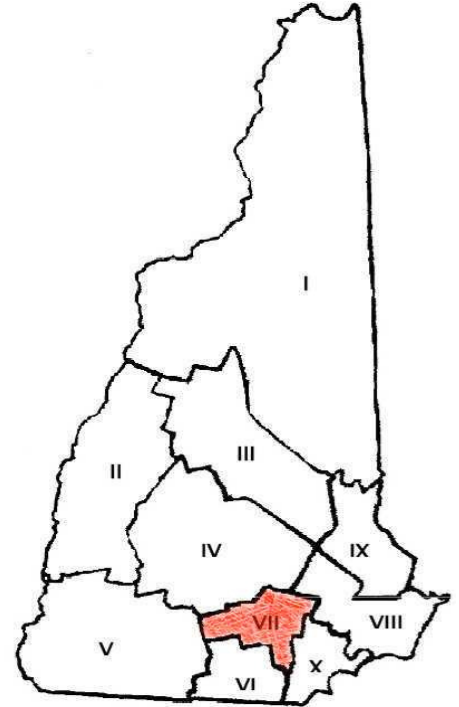
	# Individuals Employed	Average Hours Worked	Average Wages Earned
Easter Seals Employment	23	9.3	\$7.49
Gateways	5	6.0	\$7.95
Gateways CDS	13	13.0	\$8.49
Independent Services Network	12	4.5	\$8.25
Institute for Professional Practice	6	5.9	\$7.78
Nashua Center - Employment	15	3.1	\$7.55
Opportunity Networks	43	7.4	\$7.60
The Plus Company	115	10.2	\$8.02
Toward Independent Living & Learning	8	8.9	\$7.99
Total:	240	8.9	\$7.89

Regional Employment Goal selected b Gateways for FY'14 and FY'15:

Goal #1: Gateways Community Services is currently projecting 54 individuals who will be turning 21 and entering adult services in FY14 and FY15. Of those individuals, 80 percent will have one of the following when entering adult services: 1. Employed in the community; 2. Enrolled in post-secondary employment training; 3. Have an employment goal with a strategic plan demonstrating specific steps for pursuit of employment in the community.

Goal #2: Gateways will increase the number of jobs and/or hours for 5 percent of individuals who are identified as (or historically) under-employed and/or unemployed.

Region 7: Moore Center Services



Regional Breakdown

						Projected
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings
545	153	28.1%	10.8	\$7.98	\$87	\$4,502
Statewide ranking	9th		3rd	6th	3rd	

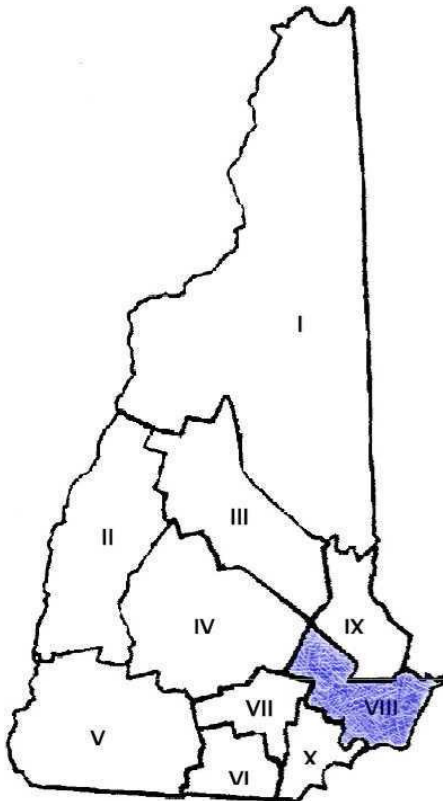
Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Alternative Programs	2	4.0	\$8.63
Chesco Employment	1	14.0	\$7.25
Community Strategies for NH	1	5.0	\$13.62
Easter Seals NH, Inc.	13	8.3	\$7.25
Granite State Independent Living	4	9.6	\$8.28
Independent Services Network	7	6.6	\$7.99
Life Visions	1	4.0	\$10.00
Lifeshare, Inc.	2	15.0	\$7.88
Moore Center Services, Inc.	90	12.0	\$7.77
North Country	1	2.0	\$8.00
Residential Resources, Inc.	2	16.0	\$8.88
Siddharth Services, Inc.	6	3.7	\$8.79
The Plus Company	1	6.0	\$7.25
Work Opportunities Unlimited, Inc.	22	11.5	\$8.71
Total:	153	10.8	\$7.98

Regional Employment Goal selected by the Moore Center for FY'14 and FY'15:

The Moore Center will work towards increasing overall employment by a minimum of 10% (13 new jobs) in FY'14 and by another 10% (14 new jobs) in FY'15.

Region 8: One Sky Community Services



Regional Breakdown

						Projected
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings
383	145	37.9%	7.50	\$8.12	\$61	\$3,184
Statewide ranking	5th		10th	5th	10th	

Employment Provider Data

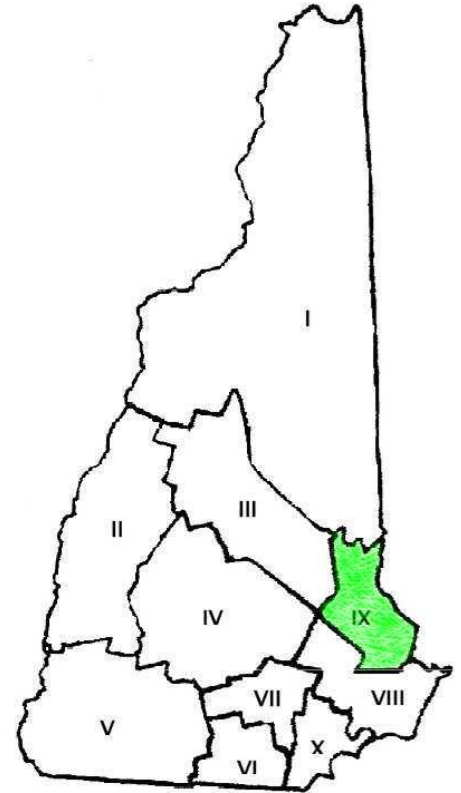
* Individual has self-employment

	# Individuals Employed	Average Hours Worked	Average Wages Earned
CMRC Employment	1	*	*
Easter Seals	19	7.15	\$7.70
Farmstead of New England	1	2.00	\$7.25
Granite Bay Connections	1	11.00	\$9.00
Great Bay Services	24	7.56	\$7.61
Institute for Professional Practice	8	2.39	\$7.42
Life Visions	2	2.00	\$7.50
Lifeshare, Inc.	20	5.51	\$8.54
Living Innovations	14	6.50	\$7.99
One Sky Futures	13	3.33	\$7.99
One Sky Community Services	29	12.01	\$8.80
Residential Resources, Inc.	1	3.00	\$7.25
Work Opportunities Unlimited	12	10.62	\$8.34
Total:	145	7.5	\$8.12

Regional Employment Goal selected by One Sky Community Services for FY'14 and FY'15:

Increase the number of people working by 10% per year for the next two years (from 124 to 136 by 6/30/2014 and to 150 by 6/30/2015), while also increasing the average number of hours worked per week by 20% per year (from 7.18 hours to 8.6 by 6/30/2014 and to 10.3 by 6/30/2015).

Region 9: Community Partners



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected Average Yearly Earnings
304	105	34.50%	11.7	\$7.97	\$93	\$4,843
Statewide ranking	6th		2nd	7th	2nd	

Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Cardinal Cushing Center	1	5.0	\$8.25
Community Partners	86	11.5	\$7.88
Easter Seals NH, Inc.	6	15.2	\$8.24
Great Bay Services	5	14.0	\$8.35
Institute for Professional Practice	4	10.5	\$8.19
Living Innovations	1	7.0	\$7.75
North Country Independent Living	2	14.0	\$10.00
Total*:	105	11.7	\$7.97

Regional Employment Goal selected by Community Partners for FY'14 and FY'15:

Using the reported baseline of March 2013 of 100 individuals, Community Partners will increase the number of people employed by 10% in FY'14 and 15% overall in FY'15.

Region 10: Community Crossroads



Regional Breakdown

							Projected
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings	
326	102	34.5%	8.7	8.37	\$73	\$3,790	
Statewide ranking	7th		8th	2nd	7th		

Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Career Resources	1	14.0	\$8.25
Community Crossroads	14	6.8	\$8.65
Easter Seals NH, Inc.	15	5.1	\$7.39
Independent Services Network	3	3.0	\$9.83
Institute for Professional Practice	1	4.0	\$8.00
Kimi Nichols Center, Inc.	2	7.2	\$8.22
Life Visions	18	11.5	\$9.48
Lifeshare, Inc.	7	4.8	\$7.84
Living Innovations	14	8.2	\$8.38
Nashua Center for the Multiply Handicapped	3	5.7	\$8.67
Neurorestorative NH	1	4.0	\$7.25
Residential Resources, Inc.	1	20.0	\$7.50
Work Opportunities Unlimited, Inc.	22	12.3	\$8.04
Total:	102	8.7	\$8.37

Regional Employment Goals selected by Community Crossroads for FY'14 and FY'15:

1. Increase the overall number of people employed to 40% in FY'14 and 50% in FY'15 using March 2013 baseline of 31% employed.

Appendix



Breakdown of Individuals Employed by Hours Worked Per Week by Region and Statewide - June 2014

Area Agency	1-5 hours		6-10 hours		11-19 hours		20-30 hours		31+ hours		Total # of Jobs
	# of Jobs	%	# of Jobs	%	# of Jobs	%	# of Jobs	%	# of Jobs	%	
Northern Human Services	95	52%	48	26%	20	11%	14	8%	5	3%	182
Pathways of the River Valley	23	32%	18	25%	9	13%	14	19%	8	11%	72
Lakes Region Community Services	66	42%	35	22%	32	20%	18	11%	6	4%	157
Community Bridges	62	43%	42	29%	20	14%	17	12%	4	3%	145
Monadnock Developmental Services	83	47%	39	22%	19	11%	29	16%	6	3%	176
Gateways Community Services	117	43%	72	27%	41	15%	39	14%	2	1%	271
Moore Center Services	52	31%	40	24%	50	30%	26	15%	1	1%	169
One Sky Community Services	97	60%	23	14%	26	16%	14	9%	3	2%	163
Community Partners	40	36%	19	17%	27	24%	17	15%	8	7%	111
Community Crossroads	57	51%	27	24%	15	13%	7	6%	6	5%	112
STATEWIDE TOTAL:	692		363		259		195		49		1,558
% of Jobs in Each Category		44%		23%		17%		13%		3%	

♦ (not including self-employment)

How To Use The Employment Data Report

1) **Share this with Families, Self-Advocates, Board Members, Family Support Councils, and Staff.**

The data report is meant to be a tool to be used for more in-depth discussions about employment efforts regionally and statewide. Please ask questions if there is any information you don't understand. This is a great opportunity for each agency to share information about how it promotes employment and what opportunities and services are available.

The data can be very helpful to individuals and families in trying to select an employment provider. However, it is important to understand that there are more factors to consider when selecting a provider than just performance data alone. Here are some things to consider:

- ❖ Does this provider promote employment?
- ❖ Does this provider have staff who have been trained using the statewide curriculum called ACRE or who hold a national certification as a Certified Employment Support Professional?
- ❖ Does this provider specialize in placing people in specific industries?
- ❖ Does this provider serve a high number of people with the most significant disabilities?
- ❖ Does this provider offer career development services?
- ❖ Does this provider offer any structured skills training opportunities?
- ❖ Talk to other families about their satisfaction with various providers.

2) **Use this report to set goals with staff, your region, your Board, and for your strategic plans.**

Don't forget, Area Agencies can generate their own regional report at any time using our new employment data system. The Bureau will generate Employment Reports on a quarterly basis. The next report will be released in the February 2013.

3) **Host an Employment Event. Invite a Panel of Employed Self-Advocates to talk about their work experience, the process they went through to achieve employment, and the impact being employed has had in their life.**

Also invite:

- ❖ Employment staff to talk about your region's efforts and commitment to employment;
- ❖ Employment vendors so they can meet the various employment providers;
- ❖ Invite a panel of local employers to talk about how hiring an inclusive workforce makes good business sense;
- ❖ Work incentives specialists to talk about the impact of earning income on benefits

(**psssst:** here's a well-kept secret: almost everyone who works is financially better off earning income than just receiving benefits...talk to a work incentives specialist...they will show you the math). You can also visit www.nhwirc.org to learn more about work incentives and how to find a trained work incentive specialist.)